Grace, Paula
*Forgotten Resources: Line Managers as Assets to Training . . . . . Jul: 14

Hanford, Phil
Good Managers Can Manage Anything! . . . . . Jul: 9
A Systematic and Eclectic Approach To Designing Training Programs . . . . . Aug: 41

Harbour, Jerry L.
Understanding and Improving Small Group Performance . . . . Jan: 1

Hentges, Kae
*The Aging Employee: Human Resource Management and Health . . . . . May-Jun: 1

Hinchliffe, Douglas R.
Implications for Using Outcome/Mega-Planning Referents in Military Training . . . . . Sep: 20

Hintzen, Neil
An Approach To Conducting Follow Up on Vocational Students: Implications for Educational Planning . . . . . Sep: 33

Holoviak, Stephen J.
*Training Entrepreneurs . . . . . Nov-Dec: 27

Horgan, Dianne
Why Women Sometimes Talk Themselves Out of Success and How Managers Can Help . . . . . Nov-Dec :20

Hunter, Peggi E.
A Designer's Guide to Scriptwriting: Video Capabilities and Limitations . . . . . Mar: 18

Hutchison, Cathleen
What's a Nice P.T. Like You Doing...? . . . . . Oct: 1
A Performance Technology Process Model . . . . . Mar: 1

Kastigar, Gerald F.
Objectives: Their Use Beyond Course Design and Administration . . . . . Mar: 37

Kaufman, Roger
Strategic Planning and Thinking: Alternative Views . . . . . Sep: 1
*Proactive and Reactive Planners: An Even Closer Look at Needs Assessment and Needs Analysis . . . . May-Jun: 7

Kazanas, H. C.
*Informal Learning in the Workplace . . . . . Mar: 33

Kemp, Jerrold E.
Is the Performance Technologist Ready for a Role in Public Education? . . . . . Apr: 26

Kenyon, V. Sheffield
Managing a Large Scale Public Organization While Maintaining an Outcome/Mega Planning Orientation . . . . . Sep: 16

Krein, Theodore J.
*CBT Has the Edge in a Comparative Study . . . . . Aug: 22

Lee, William W.
Maximizing Human Performance Through Simulation Training . . . . . Oct: 20
Evaluating Interactive Video Training Ensures Instructional Soundness . . . . . May-Jun: 17

Lenzo, Thomas J.
Software Review: Agenda Version 1.01 . . . . . Apr: 39

Litchfield, Brenda C.
Criteria for Evaluating Videodisc Interactivity . . . . . Jul: 23
Using Formulae to Construct Interrogatory Items for Computer-Based Instruction . . . . . Aug: 25

MacDuff, Duncan
*Workplace-Centered Education: Applying a System Approach To Human Resource Development . . . . . Sep: 45

Maholm, Timothy R.
*CBT Has the Edge in a Comparative Study . . . . . Aug: 22

McArdle, Geri E. H.
What Is Needs Assessment? . . . . . Jul: 12
What Is Evaluation? . . . . . Aug: 43

McDonald, Bruce A.
Begin Course Development with a Course Blueprint . . . . . Aug: 4

McLinden, Daniel J.
*Getting More Information Out of Reactions to Training: Using the Technique of Paired Comparisions . . . . . May-Jun: 24

Miller, Shirley
*Stop That Thief! A Need for a Standards and Procedures Handbook . . . . . Jan: 46

Moller, Leslie
Concept Teaching Matrix . . . . . May-Jun: 33

Morris, David J. Jr.
Meta-Marketing Needs Assessment: Unifying Organizational Focus To Achieve Marketplace Goals and Objectives . . . . . Apr: 16

Mulkey, Jamie
*You Can Have Your Cake and Eat It Too: A Successful Case of Theory Applied to the Real World . . . . . Nov-Dec: 34

Murphy, Sheila E.
Is the "Layered Look" in Organizations Really Out? Or Why the Information-Based Organization Is Not Inevitable for the 1990's . . . . . Jan: 8
Communicating the Vision in Supervision . . . . . Feb: 22

Newby, Timothy J.
*Designing Instruction: Practical Strategies—5: Teaching Cognitive Strategies . . . . . Jan: 44
*Designing Instruction: Practical Strategies—6: Teaching Verbal Information . . . . . Feb: 44
*Designing Instruction: Practical Strategies—7: Teaching Attitudes . . . . . Mar: 48
*Designing Instruction: Practical Strategies—8: Teaching Psychomotor Skills . . . . . Apr: 47

Nickols, F. W.
Why Those Darned Training Problems Won't Go Away . . . . Jan: 13

Nilles, Charles
Performance Technology: The Pseudo-Medical Model . . May-Jun: 30

Norton, James R.
The Marriage of Evaluation and Training—Part 1: Something Old, Something New, Something Borrowed, Something Blue . . . . . Jan: 37
The Marriage of Evaluation and Training—Part 2: A Training Program Evaluation Matrix: How To Make Sure You Have Covered All the Bases . . . . . Feb: 36

Osborn, Susan
Managing and Optimizing Performance . . . . . Aug: 1

Owens, Elizabeth
GST Revisited: Working Systems Principles for Training and Development Consultants . . . . . Oct: 22

Panza, Carol M.
Picture This, The Sequel . . . . . Oct: 12
Building a Sales Management System . . . . . Mar: 6

Parker, Edmond T.
Back to Socrates: Problem-Centered Course Design . . Nov-Dec: 47

Parker, Lorraine
Front-End Analysis Via Telecommunications . . . . . Feb: 24

Payton, Ellen S.
A Trainer's Systematic Approach to Knowledge-Based Systems . . . . . Jul: 21

Pearlstein, Gloria
Performance Technology for Happier Holidays . . . . . Nov-Dec: 1

Pearlstein, Richard
Software Review: WordPerfect for the Macintosh Version 1.02 . . . . . Feb: 41

Perfect, Vicki
The Positive Results of Emotional Crisis on Job Performance . . . . . Jan: 28

Polak, Craig A.
Variety Is the Key to Learning Experiences . . . . . Apr: 30

Radin, Sara Jane
The Soul Solution . . . . . Aug: 12

Rado, Russ
Linking Training to Business Needs . . . . . Mar: 12

Ratcliff, Walter W.
Mastery Learning for Computer Conversions? . . . . . Jul: 39

Raybould, Barry
Solving Human Performance Problems with Computers: A Case Study: Building an Electronic Performance Support System . . . . . Nov-Dec: 4

Reedy, Bill
Book Review: Picture This... Your Function, Your Company . . . . . Oct: 19

Renard, Paul G.
*Training Needs Assessment: Fact or Fiction? . . . . . Sep: 12

Rinderer, M. J.
A Guide to Good Overheads . . . . . Mar: 26

Robbins, Donna M.
Closing the Gap Between Instructional Theory and Practice . . Feb: 12

Robey, Roberta L.
Who Killed the Course? A Murder Mystery In One Act . . . . Oct: 38

Rogoff, Rosalind
Mentor Managed Training . . . . . Aug: 20

Rojas, Alicia M.
Book Review: A Book About the No-Nonsense Guide to Common Sense Management . . . . . Nov-Dec: 42
*You Can Have Your Cake and Eat It Too: A Successful Case of Theory Applied to the Real World . . . . . Nov-Dec: 34

Rothwell, William J.
*Informal Learning in the Workplace . . . . . Mar: 33

Russell, James D.
Book Review: The Role of Visuals in Education and Training . . . . . Oct: 40
Book Review: A Book About Hypertext in Hypertext Form . . . . . Jan: 35
Book Review: A Third Set of Standards . . . . . Feb: 26

Salisbury, David F.
General Systems Theory and Instructional Systems Design . . . Feb: 1

Sample, John
May Governmental Agencies Be Liable for Failure To Train Their Employees to Standard? . . . . . Jan: 29

Schneider, Holly
*Return on Training Investment: Hard Measures for Soft Subjects . . . . . Feb: 28

Sharpham, John R.
Planning in Australian Higher Education: The Victory of Politics over Students . . . . . Sep: 41

Shields, Charles E.
*The Aging Employee: Human Resource Management and Health . . . . . May-Jun: 1

Shockley, Pat
Software Review: MailMerge Using Microsoft Works . . . . . Aug: 38

Shull, Brenda Dean
Your Terminal or Mine? The Benefits of Two or One Student Per Terminal . . . . . May-Jun: 37

Sinnock, Pomeroy
*Training Needs Assessment: Fact or Fiction? . . . . . Sep: 12

Smith, Timon R. L.
Reducing Shyness and Building Interpersonal Competence: A Review of a Systematic Training Approach . . . . . Jul: 27

Steininger, Tim
Leaders—The Good, the Bad, and the Ugly . . . . . Aug: 3

Stepich, Donald A.
*Designing Instruction: Practical Strategies—5: Teaching Cognitive Strategies . . . . . Jan: 44
*Designing Instruction: Practical Strategies—6: Teaching Verbal Information . . . . . Feb: 44
*Designing Instruction: Practical Strategies—7: Teaching Attitudes . . . . . Mar: 48
*Designing Instruction: Practical Strategies—8: Teaching Psychomotor Skills . . . . . Apr: 47

Stern, Sam
The Use of Technology for Training in Japan . . . . . Jul: 1

Stolovitch, Harold
Case Study Method . . . . . Oct: 35
D-FITGA: A Debriefing Model . . . . . Aug: 18

Straub, Carolyn M.
*Forgotten Resources: Line Managers as Assets to Training . . . . . Jul: 14

Sugar, Steve
The RAT Race: An Exercise in Group Dynamics . . . . . Aug: 13

Swander, Alice J.
Vendor Training: Establishing the Evaluation Process . . . . . Apr: 32

Tessmer, Martin
*The "Layers of Necessity" ID Model . . . . . Apr: 1

Thiagarajan, Raja
*Presenting Hierarchical Information: An Ensampler . . . . . Apr: 23

Thiagarajan, Sivasailam
ID Basics: 1, 2, 3, ...7 . . . . . Nov-Dec: 15
*Presenting Hierarchical Information: An Ensampler . . . . . Apr: 23

Tobias, Philip J.
The Competition Game: A Synergogic Design for Factual Learning . . . . . May-Jun: 40

Ulrich, Thomas A.
*Training Entrepreneurs . . . . . Nov-Dec: 27

Van Meter, d.j.
STARS Task Based Performance Evaluation System . . . . . Jul: 42

Vaughan, Alan
*Workplace-Centered Education: Applying a System Approach To Human Resource Development . . . . . Sep: 45

Wagner, Judy L.
*VDT Syndrome: What the HRD Professional Should Know . . . . . Jan: 21

Wedman, John F.
*The "Layers of Necessity" ID Model . . . . . .Apr: 1

Wilkinson, David
Vocational Education and Training Results in the Context of Award Restructuring: An Australian Case Study . . . . . Sep: 23

Williams, Jeff
*Ten Ways To Ensure Inadvertent Non-Success in Working with Outside Vendors . . . . . Nov-Dec: 32

Williams, Richard E.
*Improving Human Performance: Applying Adult Learning Principles To Enhance Meetings . . . . . .Oct: 7

Wright, Chester C.
*Return on Training Investment: Hard Measures for Soft Subjects . . . . . Feb: 28

Yaney, Joseph P.
*The Aging Employee: Human Resource Management and Health . . . . . May-Jun: 1

Title Index

Accelerated Learning: Being in Service—1: Basic Concepts . . . . Feb: 14
Frank Clement

Accelerated Learning: Being in Service—2: Accelerated Learning Models and Techniques . . . . . Mar: 39
Frank Clement

The Aging Employee: Human Resource Management and Health . . . . . May-Jun: 1
Charles E. Shields, Kae Hentges, & Joseph P. Yaney

Analyzing Performance Discrepancies with Line Managers . . Nov-Dec: 23
Roger D. Chevalier

Applied Models in HRD: Maslow and Mega Planning . . . . . .Sep: 8
John F. Fox

An Approach To Conducting Follow Up on Vocational Students: Implications for Educational Planning . . . . . Sep: 33
Neil Hintzen

Back to Socrates: Problem-Centered Course Design . . . . . Nov-Dec: 47
Edmond T. Parker

Begin Course Development with a Course Blueprint . . . . . Aug: 4
Bruce A. McDonald

Building a Sales Management System . . . . . .Mar: 6
Carol M. Panza

Case Study Method . . . . . Oct: 35
Harold Stolovitch

CBT Has the Edge in a Comparative Study . . . . . .Aug: 22
Theodore J. Krein & Timothy R. Maholm

Closing the Gap Between Instructional Theory and Practice . . . . Feb: 12
Donna M. Robbins

Communicating the Vision in Supervision . . . . . Feb: 22
Sheila E. Murphy

The Competition Game: A Synergogic Design for Factual Learning . . . . . May-Jun: 40
Philip J. Tobias

Concept Teaching Matrix . . . . . .May-Jun: 33
Leslie Moller

Controlling the Revision Cycle . . . . . .Jul: 35
Jerome S. Bresee

Criteria for Evaluating Videodisc Interactivity . . . . . .Jul: 23
Brenda C. Litchfield

D-FITGA: A Debriefing Model . . . . . Aug: 18
Harold Stolovitch

A Designer's Guide to Scriptwriting: Video Capabilities and Limitations . . . . . Mar: 18
Peggi E. Hunter

Designing Instruction: Practical Strategies—5: Teaching Cognitive Strategies . . . . . .Jan: 44
Timothy J. Newby & Donald A. Stepich

Designing Instruction: Practical Strategies—6: Teaching Verbal Information . . . . . Feb: 44
Donald A. Stepich & Timothy J. Newby

Designing Instruction: Practical Strategies—7: Teaching Attitudes . . . . . Mar: 48
Timothy J. Newby & Donald A. Stepich

Designing Instruction: Practical Strategies—8: Teaching Psychomotor Skills . . . . . Apr: 47
Donald A. Stepich & Timothy J. Newby

Efforts To Promote Measurably Superior Instructional Methods in Schools . . . . . Oct: 32
Carl Binder

Electronic Bulletin Boards: What Are They and Do They Bite? . . Oct: 42
Clay Carr

Evaluating Interactive Video Training Ensures Instructional Soundness . . . . . .May-Jun: 17
William W. Lee

Forgotten Resources: Line Managers as Assets to Training . . . . .Jul: 14
Paula Grace & Carolyn M. Straub

Front-End Analysis Via Telecommunications . . . . . Feb: 24
Lorraine Parker

General Systems Theory and Instructional Systems Design . . . . . Feb: 1
David F. Salisbury

Getting More Information Out of Reactions to Training: Using the Technique of Paired Comparisons . . . . . .May-Jun: 24
Daniel J. McLinden & Stuart S. Cook

Give the Devils Their Due . . . . . .Jul: 11
Joel Gendelman

Good Managers Can Manage Anything! . . . . . Jul: 9
Phil Hanford

GST Revisited: Working Systems Principles for Training and Development Consultants . . . . . Oct: 22
Elizabeth Owens

A Guide to Good Overheads . . . . . Mar: 26
M. J. Rinderer

How Much Is Enough? . . . . . .Aug: 2
Joel Gendelman

How Performance Happens (and How To Help It Happen Better)—1: What This Is—and Why . . . . . Nov-Dec: 44
Clay Carr

How To Perform a Comprehensive Course Evaluation . . . . . .Apr: 8
Jeffrey A. Cantor

How To Tell People from Thermostats (or, What's a Meta Really Phor?) . . . . . Nov-Dec: 40
Dirk Cjelli

ID Basics: 1, 2, 3, ...7 . . . . . Nov-Dec: 15
Sivasailam Thiagarajan

Implications for Using Outcome/Mega-Planning Referents in Military Training . . . . . Sep: 20
Douglas R. Hinchliffe

Improving Efficiency and Effectiveness of Training: A Six Year Case Study of Systematic Change . . . . . May-Jun: 21
Roger D. Chevalier

Improving Human Performance: Applying Adult Learning Principles To Enhance Meetings . . . . . Oct: 7
Bart P. Beaudin & Richard E. Williams

Informal Learning in the Workplace . . . . . Mar: 33
William J. Rothwell & H.C. Kazanas

Is the "Layered Look" in Organizations Really Out? Or Why the Information-Based Organization Is Not Inevitable for the 1990's . . . . . Jan: 8
Sheila E. Murphy

Is the Performance Technologist Ready for a Role in Public Education? . . . . . Apr: 26
Jerrold E. Kemp

The "Layers of Necessity" ID Model . . . . . Apr: 1
John F. Wedman & Martin Tessmer

Leaders—The Good, the Bad, and the Ugly . . . . . Aug: 3
Tim Steininger

Let's Stop Taking Ourselves So Seriously! Doing It Backwards . . Apr: 41
Daniel Blair & Joel Gendelman

Linking Training to Business Needs . . . . . Mar: 12
Russ Rado

Managing a Large Scale Public Organization While Maintaining an Outcome/Mega Planning Orientation . . . . . Sep: 16
V. Sheffield Kenyon

Managing and Optimizing Performance . . . . . Aug: 1
Susan Osborn

The Marriage of Evaluation and Training—Part 1: Something Old, Something New, Something Borrowed, Something Blue . . . . . Jan: 37
James R. Norton

The Marriage of Evaluation and Training—Part 2: A Training Program Evaluation Matrix: How to Make Sure You Have Covered All The Bases . . . . . Feb: 36
James R. Norton

Mastery Learning for Computer Conversions? . . . . . Jul: 39
Walter W. Ratcliff

Matching Learning Styles with Teaching Styles: Is It a Useful Concept in Instruction? . . . . . Apr: 36
Gayle V. Davidson

Mathematics Test Color and Student Performance . . . . . Jan: 32
Carol J. Fry

Maximizing Human Performance Through Simulation Training . . Oct: 20
William W. Lee

May Governmental Agencies Be Liable for Failure To Train Their Employees to Standard? . . . . . Jan: 29
John Sample

Mentor Managed Training . . . . . Aug: 20
Rosalind Rogoff

Meta-Marketing Needs Assessment: Unifying Organizational Focus To Achieve Marketplace Goals and Objectives . . . . . Apr: 16
David J. Morris, Jr.

Objectives: Their Use Beyond Course Design and Administration . . . . . Mar: 37
Gerald F. Kastigar

Over There...Over There . . . . . Mar: 23
Tim Christensen

Paradigms of Inquiry for Research in Formative Evaluation . . . . Oct: 26
Chris Chinien

Performance Technology for Happier Holidays . . . . . Nov-Dec: 1
Gloria Pearlstein

Performance Technology in the Bionic Organization—3: The Mystique of the Machine . . . . . Jan: 41
Clay Carr

Performance Technology in the Bionic Organization—4: The Competencies of the Bionic Organization . . . . . Feb: 46
Clay Carr

Performance Technology in the Bionic Organization—5: Two More Competencies . . . . . Mar: 44
Clay Carr

Performance Technology in the Bionic Organization—6: The Bionic Organization Around Us . . . . . Apr: 43
Clay Carr

Performance Technology in the Bionic Organization—7: Balancing Human and Computer-Based Actors . . . . . May-Jun: 45
Clay Carr

Performance Technology in the Bionic Organization—8: The Two Models of Human-Machine Interaction . . . . . Jul: 45
Clay Carr

Performance Technology in the Bionic Organization—9: A Few Closing Thoughts . . . . . Aug: 45
Clay Carr

A Performance Technology Process Model . . . . . Mar: 1
Cathleen Hutchison

Performance Technology: The Pseudo-Medical Model . . . . May-Jun: 30
Charles Nilles

Picture This, The Sequel . . . . . Oct: 12
Carol M. Panza

Planning in Australian Higher Education: The Victory of Politics over Students . . . . . Sep: 41
John R. Sharpham

The Positive Results of Emotional Crisis on Job Performance . . . Jan: 28
Vicki Perfect

Presenting Hierarchical Information: An Ensampler . . . . . Apr: 23
Sivasailam Thiagarajan & Raja Thiagarajan

Proactive and Reactive Planners: An Even Closer Look at Needs Assessment and Needs Analysis . . . . . May-Jun: 7
Roger Kaufman & Dennis Bowers

Productivity and Performance Technology: An Interview with David Demarest . . . . . Nov-Dec: 2

Professional Advice on Videotaping Instruction . . . . . Jan: 16
John Bunch

Professionalism: Individual and Organizational . . . . . Oct: 30
A. James Challis

The RAT Race: An Exercise in Group Dynamics . . . . . Aug: 13
Steve Sugar

Reducing Shyness and Building Interpersonal Competence: A Review of a Systematic Training Approach . . . . . Jul: 27
Timon R.L. Smith

Remediation in Interactive Media: A Requisite Element . . . . . Aug: 32
Al Fraioli

Return on Training Investment: Hard Measures for Soft Subjects . . . . . Feb: 28
Holly Schneider & Chester C. Wright

Solving Human Performance Problems with Computers: A Case Study: Building an Electronic Performance Support System . . . . . Nov-Dec: 4
Barry Raybould

The Soul Solution . . . . . Aug: 12
Sara Jane Radin

STARS Task Based Performance Evaluation System . . . . . Jul: 42
d.j. Van Meter

Stop That Thief! A Need for a Standards and Procedures Handbook . . . . . Jan: 46
Diane Ehrlich & Shirley Miller

Strategic Planning and Thinking: Alternative Views . . . . . Sep: 1
Roger Kaufman

A Systematic and Eclectic Approach To Designing Training Programs . . . . . Aug: 41
Phil Hanford

Task Analysis Tips . . . . . Apr: 21
Towns Gay

Technical Training Doesn't Have To Hurt . . . . . Oct: 25
Joel Gendelman

Ten Ways To Ensure Inadvertent Non-Success in Working with Outside Vendors . . . . . Nov-Dec: 32
Joel Gendelman & Jeff Williams

A Trainer's Systematic Approach to Knowledge-Based Systems . . . Jul: 21
Ellen S. Payton

Training Doesn't Cost. It Pays! . . . . . Sep: 19
Joel Gendelman

Training Entrepreneurs . . . . . Nov-Dec: 27
Stephen J. Holoviak, Thomas A. Ulrich, & George S. Cole

Training Needs Assessment: Fact or Fiction? . . . . . Sep: 12
Paul G. Renard & Pomeroy Sinnock

Understanding and Improving Small Group Performance . . . . . Jan: 1
Jerry L. Harbour

The Use of Technology for Training in Japan . . . . . Jul: 1
Sam Stern

The Uses of Colors To Enhance Training Communications . . . . . Aug: 34
Roland Bergeron

Using Formulae to Construct Interrogatory Items for Computer-Based Instruction . . . . . Aug: 25
Brenda C. Litchfield

A Valuable Lesson in Task-Related Training . . . . . Jan: 26
Ronald E. Dodge

Variety Is the Key to Learning Experiences . . . . . Apr: 30
Craig A. Polak

VDT Syndrome: What the HRD Professional Should Know . . . . Jan: 21
Judy L. Wagner & Mark C. Didriksen

Vendor Training: Establishing the Evaluation Process . . . . . Apr: 32
Alice J. Swander

Vocational Education and Training Results in the Context of Award Restructuring: An Australian Case Study . . . . . Sep: 23
David Wilkinson

What Is Evaluation? . . . . . Aug: 43
Geri E.H. McArdle

What Is Needs Assessment? . . . . . Jul: 12
Geri E.H. McArdle

What's a Nice P.T. Like You Doing...? . . . . . Oct: 1
Cathleen Hutchison

Where Did We Lose It and How Do We Get It Back? . . . . . May-Jun: 44
Joel Gendelman

Who Killed the Course? A Murder Mystery In One Act . . . . . Oct: 38
Roberta L. Robey

Why Those Darned Training Problems Won't Go Away . . . . . Jan: 13
F.W. Nickols

Why Women Sometimes Talk Themselves Out of Success and How Managers Can Help . . . . . Nov-Dec: 20
Dianne Horgan

Workplace-Centered Education: Applying a System Approach To Human Resource Development . . . . . Sep: 45
Duncan MacDuff & Alan Vaughan

You Can Have Your Cake and Eat It Too: A Successful Case of Theory Applied to the Real World . . . . . Nov-Dec: 34
Alicia M. Rojas & Jamie Mulkey

You Get What You Measure: Engineering a Performance Measurement System . . . . . May-Jun: 11
Mark Graham Brown

Your Terminal or Mine? The Benefits of Two or One Student Per Terminal . . . . . May-Jun: 37
Brenda Dean Shull

Subject Index

ANALYSIS

Analyzing Performance Discrepancies with Line Managers . Nov-Dec: 23
Roger D. Chevalier

Front-End Analysis Via Telecommunications . . . . . Feb: 24
Lorraine Parker

Linking Training to Business Needs . . . . . Mar: 12
Russ Rado

Picture This, The Sequel . . . . . Oct: 12
Carol M. Panza

Task Analysis Tips . . . . . Apr: 21
Towns Gay

Training Needs Assessment: Fact or Fiction? . . . . . Sep: 12
Paul G. Renard & Pomeroy Sinnock

What Is Needs Assessment? . . . . . Jul: 12
Geri E.H. McArdle

BOOK ALERT

Building Productive Teams . . . . . Mar: 32

The Encyclopedia of Group Activities: 150 Practical Designs for Successful Facilitating . . . . . May-Jun: 32

Executives in Crisis . . . . . Mar: 47

World Yearbook of Education 1990: Assessment and Evaluation . . . . . Sep: 32

BOOK REVIEW

A Book About Hypertext in Hypertext Form . . . . . Jan: 35
James D. Russell

A Third Set of Standards . . . . . Feb: 26
James D. Russell

A Book About the No-Nonsense Guide to Common Sense Management . . . . . Nov-Dec: 42
Alicia M. Rojas

Picture This... Your Function, Your Company . . . . . Oct: 19
Bill Reedy

The Role of Visuals in Education and Training . . . . . Oct: 40
James D. Russell

COMPUTERS

Electronic Bulletin Boards: What Are They and Do They Bite? . . Oct: 42
Clay Carr

Solving Human Performance Problems with Computers: A Case Study: Building an Electronic Performance Support System . . . . . Nov-Dec: 4
Barry Raybould

CONSULTING

GST Revisited: Working Systems Principles for Training and Development Consultants . . . . . Oct: 22
Elizabeth Owens

The Soul Solution . . . . . Aug: 12
Sara Jane Radin

Ten Ways To Ensure Inadvertent Non-Success in Working with Outside Vendors . . . . . Nov-Dec: 32
Joel Gendelman & Jeff Williams

EVALUATION

CBT Has the Edge in a Comparative Study . . . . . Aug: 22
Theodore J. Krein & Timothy R. Maholm

Controlling the Revision Cycle . . . . . Jul: 35
Jerome S. Bresee

Criteria for Evaluating Videodisc Interactivity . . . . . Jul: 23
Brenda C. Litchfield

Evaluating Interactive Video Training Ensures Instructional Soundness . . . . . May-Jun: 17
William W. Lee

Getting More Information Out of Reactions to Training: Using the Technique of Paired Comparisons . . . . . May-Jun: 24
Daniel J. McLinden & Stuart S. Cook

How To Perform a Comprehensive Course Evaluation . . . . . Apr: 8
Jeffrey A. Cantor

Improving Efficiency and Effectiveness of Training: A Six Year Case Study of Systematic Change . . . . . May-Jun: 21
Roger D. Chevalier

The Marriage of Evaluation and Training—Part 1: Something Old, Something New, Something Borrowed, Something Blue . . . . . Jan: 37
James R. Norton

The Marriage of Evaluation and Training—Part 2: A Training Program Evaluation Matrix: How to Make Sure You Have Covered All The Bases . . . . . Feb: 36
James R. Norton

Mathematics Test Color and Student Performance . . . . . Jan: 32
Carol J. Fry

Paradigms of Inquiry for Research in Formative Evaluation . . . . Oct: 26
Chris Chinien

Reducing Shyness and Building Interpersonal Competence: A Review of a Systematic Training Approach . . . . . Jul: 27
Timon R.L. Smith

Return on Training Investment: Hard Measures for Soft Subjects . . . . . Feb: 28
Holly Schneider & Chester C. Wright

STARS Task Based Performance Evaluation System . . . . . Jul: 42
d.j. Van Meter

Vendor Training: Establishing the Evaluation Process . . . . . Apr: 32
Alice J. Swander

What Is Evaluation? . . . . . Aug: 43
Geri E.H. McArdle

You Get What You Measure: Engineering a Performance Measurement System . . . . . May-Jun: 11
Mark Graham Brown

FEEDBACK

How To Tell People from Thermostats (or, What's a Meta Really Phor?) . . . . . Nov-Dec: 40
Dirk Cjelli

HEALTHCARE

The Aging Employee: Human Resource Management and Health . . . . . May-Jun: 1
Charles E. Shields, Kae Hentges, & Joseph P. Yaney

VDT Syndrome: What the HRD Professional Should Know . . . Jan: 21
Judy L. Wagner & Mark C. Didriksen

INSTRUCTIONAL DESIGN

Closing the Gap Between Instructional Theory and Practice . . . . Feb: 12
Donna M. Robbins

Concept Teaching Matrix . . . . . May-Jun: 33
Leslie Moller

Designing Instruction: Practical Strategies—5: Teaching Cognitive Strategies . . . . . Jan: 44
Timothy J. Newby & Donald A. Stepich

Designing Instruction: Practical Strategies—6: Teaching Verbal Information . . . . . Feb: 44
Donald A. Stepich & Timothy J. Newby

Designing Instruction: Practical Strategies—7: Teaching Attitudes . . . . . Mar: 48
Timothy J. Newby & Donald A. Stepich

Designing Instruction: Practical Strategies—8: Teaching Psychomotor Skills . . . . . Apr: 47
Donald A. Stepich & Timothy J. Newby

General Systems Theory and Instructional Systems Design . . . . . Feb: 1
David F. Salisbury

ID Basics: 1, 2, 3, ... 7 . . . . . Nov-Dec: 15
Sivasailam Thiagarajan

The "Layers of Necessity" ID Model . . . . . Apr: 1
John F. Wedman & Martin Tessmer

A Systematic and Eclectic Approach To Designing Training Programs . . . . . Aug: 41
Phil Hanford

A Trainer's Systematic Approach to Knowledge-Based Systems . . Jul: 21
Ellen S. Payton

A Valuable Lesson in Task-Related Training . . . . . Jan: 26
Ronald E. Dodge

Where Did We Lose It and How Do We Get It Back? . . . . May-Jun: 44
Joel Gendelman

Workplace-Centered Education: Applying a System Approach To Human Resource Development . . . . . Sep: 45
Duncan MacDuff & Alan Vaughan

You Can Have Your Cake and Eat It Too: A Successful Case of Theory Applied to the Real World . . . . . Nov-Dec: 34
Alicia M. Rojas & Jamie Mulkey

INSTRUCTIONAL DESIGN: ACCELARATED LEARNING

Accelerated Learning: Being in Service—1: Basic Concepts . . . . Feb: 14
Frank Clement

Accelerated Learning: Being in Service—2: Accelerated Learning Models and Techniques . . . . . Mar: 39
Frank Clement

INSTRUCTIONAL DESIGN: CBT

Mastery Learning for Computer Conversions? . . . . . Jul: 39
Walter W. Ratcliff

Using Formulae to Construct Interrogatory Items for Computer-Based Instruction . . . . . Aug: 25
Brenda C. Litchfield

IMPLEMENTATION

Efforts To Promote Measurably Superior Instructional Methods in Schools . . . . . Oct: 32
Carl Binder

Forgotten Resources: Line Managers as Assets to Training . . . . Jul: 14
Paula Grace & Carolyn M. Straub

Informal Learning in the Workplace . . . . . Mar: 33
William J. Rothwell & H.C. Kazanas

Your Terminal or Mine? The Benefits of Two or One Student Per Terminal . . . . . May-Jun: 37
Brenda Dean Shull

INSTRUCTIONAL DESIGN: COURSE DEVELOPMENT

Back to Socrates: Problem-Centered Course Design . . . . . Nov-Dec: 47
Edmond T. Parker

Begin Course Development with a Course Blueprint . . . . . Aug: 4
Bruce A. McDonald

Objectives: Their Use Beyond Course Design and Administration . . . . . Mar: 37
Gerald F. Kastigar

Who Killed the Course? A Murder Mystery In One Act . . . . . Oct: 38
Roberta L. Robey

INSTRUCTIONAL MEDIA

A Designer's Guide to Scriptwriting: Video Capabilities and Limitations . . . . . Mar: 18
Peggi E. Hunter

A Guide to Good Overheads . . . . . Mar: 26
M. J. Rinderer

Professional Advice on Videotaping Instruction . . . . . Jan: 16
John Bunch

Remediation in Interactive Media: A Requisite Element . . . . . Aug: 32
Al Fraioli

INTERNATIONAL/INTERCULTURAL

Over There... Over There . . . . . Mar: 23
Tim Christensen

LEGAL ISSUES

May Governmental Agencies Be Liable for Failure To Train Their Employees to Standard? . . . . . Jan: 29
John Sample

MANAGEMENT

Building a Sales Management System . . . . . Mar: 6
Carol M. Panza

Communicating the Vision in Supervision . . . . . Feb: 22
Sheila E. Murphy

Give the Devils Their Due . . . . . Jul: 11
Joel Gendelman

Good Managers Can Manage Anything! . . . . . Jul: 9
Phil Hanford

Is the "Layered Look" in Organizations Really Out? Or Why the Information-Based Organization Is Not Inevitable for the 1990's . . . . . Jan: 8
Sheila E. Murphy

Leaders—The Good, the Bad, and the Ugly . . . . . Aug: 3
Tim Steininger

Stop That Thief! A Need for a Standards and Procedures Handbook . . . . . Jan: 46
Diane Ehrlich & Shirley Miller

Why Women Sometimes Talk Themselves Out of Success and How Managers Can Help . . . . . Nov-Dec: 20
Dianne Horgan

PERFORMANCE TECHNOLOGY

How Performance Happens (and How To Help It Happen Better)—1: What This Is—and Why . . . . . Nov-Dec: 44
Clay Carr

Is the Performance Technologist Ready for a Role in Public Education? . . . . . Apr: 26
Jerrold E. Kemp

Let's Stop Taking Ourselves So Seriously! Doing It Backwards . . Apr: 41
Daniel Blair & Joel Gendelman

Managing and Optimizing Performance . . . . . Aug: 1
Susan Osborn

Performance Technology for Happier Holidays . . . . . Nov-Dec: 1
Gloria Pearlstein

Performance Technology in the Bionic Organization—3: The Mystique of the Machine . . . . . Jan: 41
Clay Carr

Performance Technology in the Bionic Organization—4: The Competencies of the Bionic Organization . . . . . Feb: 46
Clay Carr

Performance Technology in the Bionic Organization—5: Two More Competencies . . . . . Mar: 44
Clay Carr

Performance Technology in the Bionic Organization—6: The Bionic Organization Around Us . . . . . Apr: 43
Clay Carr

Performance Technology in the Bionic Organization—7: Balancing Human and Computer-Based Actors . . . . . May-Jun: 45
Clay Carr

Performance Technology in the Bionic Organization—8: The Two Models of Human-Machine Interaction . . . . . Jul: 45
Clay Carr

Performance Technology in the Bionic Organization—9: A Few Closing Thoughts . . . . . Aug: 45
Clay Carr

A Performance Technology Process Model . . . . . Mar: 1
Cathleen Hutchison

Performance Technology: The Pseudo-Medical Model . . . . May-Jun: 30
Charles Nilles

The Positive Results of Emotional Crisis on Job Performance . . . Jan: 28
Vicki Perfect

Productivity and Performance Technology: An Interview with David Demarest . . . . . Nov-Dec: 2

Professionalism: Individual and Organizational . . . . . Oct: 30
A. James Challis

What's a Nice P.T. Like You Doing...? . . . . . Oct: 1
Cathleen Hutchison

PLANNING

An Approach To Conducting Follow Up on Vocational Students: Implications for Educational Planning . . . . . Sep: 33
Neil Hintzen

Applied Models in HRD: Maslow and Mega Planning . . . . . Sep: 8
John F. Fox

Implications for Using Outcome/Mega-Planning Referents in Military Training . . . . . Sep: 20
Douglas R. Hinchliffe

Managing a Large Scale Public Orgnaization While Maintaining an Outcome/Mega Planning Orientation . . . . . Sep: 16
V. Sheffield Kenyon

Meta-Marketing Needs Assessment: Unifying Organizational Focus To Achieve Marketplace Goals and Objectives . . . . . Apr: 16
David J. Morris, Jr.

Planning in Australian Higher Education: The Victory of Politics over Students . . . . . Sep: 41
John R. Sharpham

Proactive and Reactive Planners: An Even Closer Look at Needs Assessment and Needs Analysis . . . . . May-Jun: 7
Roger Kaufman & Dennis Bowers

Strategic Planning and Thinking: Alternative Views . . . . . Sep: 1
Roger Kaufman

Vocational Education and Training Results in the Context of Award Restructuring: An Australian Case Study . . . . . Sep: 23
David Wilkinson

SMALL-GROUP ACTIVITIES

Case Study Method . . . . . Oct: 35
Harold Stolovitch

The Competition Game: A Synergogic Design for Factual Learning . . . . . May-Jun: 40
Philip J. Tobias

D-FITGA: A Debriefing Model . . . . . Aug: 18
Harold Stolovitch

Improving Human Performance: Applying Adult Learning Principles To Enhance Meetings . . . . . Oct: 7
Bart P. Beaudin & Richard E. Williams

Maximizing Human Performance Through Simulation Training . . Oct: 20
WIlliam W. Lee

The RAT Race: An Exercise in Group Dynamics . . . . . Aug: 13
Steve Sugar

Understanding and Improving Small Group Performance . . . . . Jan: 1
Jerry L. Harbour

SOFTWARE REVIEW

Agenda Version 1.01 . . . . . Apr: 39
Thomas J. Lenzo

MailMerge Using Microsoft Works . . . . . Aug: 38
Pat Shockley

WordPerfect for the Macintosh Version 1.02 . . . . . Feb: 41
Richard Pearlstein

TRAINING

How Much Is Enough? . . . . . Aug: 2
Joel Gendelman

Matching Learning Styles with Teaching Styles: Is It a Useful Concept in Instruction? . . . . . Apr: 36
Gayle V. Davidson

Mentor Managed Training . . . . . Aug: 20
Rosalind Rogoff

Technical Training Doesn't Have To Hurt . . . . . Oct: 25
Joel Gendelman

Training Doesn't Cost. It Pays! . . . . . Sep: 19
Joel Gendelman

Training Entrepreneurs . . . . . Nov-Dec: 27
Stephen J. Holoviak, Thomas A. Ulrich, & George S. Cole

The Use of Technology for Training in Japan . . . . . Jul: 1
Sam Stern

Variety Is the Key to Learning Experiences . . . . . Apr: 30
Craig A. Polak

Why Those Darned Training Problems Won't Go Away . . . . . Jan: 13
F.W. Nickols

VISUALS

Presenting Hierarchical Information: An Ensampler . . . . . Apr: 23
Sivasailam Thiagarajan & Raja Thiagarajan

The Uses of Colors To Enhance Training Communications . . . . . Aug: 34
Roland Bergeron